



OCCUPATIONAL STRESS AMONG MALE TEACHERS WORKING IN SECONDARY SCHOOLS

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ABSTRACT

Teacher is the person, who has strength to change the world through education. The tenure of teacher is doesn't matter because whole life they scattered the seeds of their knowledge in whole society. They face many challenges in their personal as well as professional working conditions; these conditions may affect their mental health. Stress is a psychological disorder; it is very difficult to keep this type of stress away from today's world of rapid industrialization and increasing urbanization. Work-related stress is a vital factor to job satisfaction. Due to this stress, a person is neither able to work properly at his workplace nor is able to fulfill their own personal responsibilities. Teaching profession can be identified as a stressful occupation in this modern challenging world which can adversely affect the health of the teachers which in turn affects the students and the learning environment. Job stress has become a common term in today's parlance. In every organization, the main cause of low productivity appears to be stress at workplace. The aim of the study is to find out the occupational stress level of government and private secondary school male teachers. The scale used in the study has been developed by Dr. A.K. Srivastava, and Dr. A.P. Singh. At the end of the study, it was seen that government school teachers have less occupational stress levels than compare to private school teachers.

KEYWORDS: Occupational stress, Teacher, Challenges, Job satisfaction, Productivity, Workplace.

INTRODUCTION:

(a) **Occupation:** Generally, occupation known as many names like business, job, profession, trade etc. it refer to the activity to which one regularly devotes oneself, especially one's regular work, or means of getting a living. It is an activity that serves as one's daily source of livelihood. An occupation is an essential part of any person's life.

According to Miller "Work is the general activity centering around subsistence. The specific routine of this activity is termed as occupation."

(b) **Teacher's occupation:** Teachers often considered as the pillar of education, without teachers school can't be image. The main key to understand the education system is to understand the teachers and their needs. Teacher occupation is one of the most respectful professions because teacher is to be considering as future maker. A devoted teacher always think about how to develop new ideas for innovative learning and always passionate about his work. The truth is that teaching is not a job or profession actually it is a foundation of society. We can also say that teaching is the profession that creates all other professions.

(c) **Stress:** The word stress is derived from the Latin word 'Stringere'. Stress is a type of psychological disorder, when a person is in stress he doesn't take any positive decisions. As Richard Carlson says that, "Stress is nothing more than a socially acceptable form of mental illness". It is a normal part of our life but it is risky when it reaches at peak.

Definitions of Stress:

According to Ellis (1999), "Stress is a feeling of tension that is both emotional and physical. It can occur in specific situations."

Robbins (2001) defines "stress a dynamic condition in which the individual is confronted with an opportunity constraint or demand related to what he or she desires and for which the outcomes is perceived to be both uncertain and important."

(d) **Occupational stress:** There is a subject from which it is difficult to stay away called occupational stress, because we found stress in everywhere and it is not a new concept for us. Luthans (2006) defines stress as a response to certain situation or condition that is determined by individual difference and psychological process, as a consequence of the action of the environment, situation or event that puts too much demand on one's psychological and physical domain. We can see Signs of stress in the behavior of people, especially in changes in their attitude. Occupational stress is a significant concern for both employees and employers (Richardson & Rothstein, 2008).

Definitions of Occupational Stress:

Rees (1997) stated, "Occupational stress, in particular, is the inability to cope with the pressures in a job."

Comish and Swindle (1994) defined occupational stress as, "It is a mental and physical condition which affects an individual's productivity, effective-

ness, personal health and quality of work."

(e) **Factors affecting occupational stress:** Work stress depend on many factors. Some factors are more important than others, but each can be influential. Everyone is unique and we all staying in varying circumstances. Social stressors such as deadlines, financial problems, job interviews, presentations, disagreements, demands for your time and attention, loss of a loved one, divorce, and co-parenting.

Nature of the Job: The nature of an employee's work is best defined as the kind of work that he does. This can refer to the basic daily tasks carried out as part of a job and can refer to other non-routine tasks that may be required. There are some factors related to job's nature are poor working conditions, work overload or under load, physical hazards, salary issues, extremely difficult or extremely easy tasks, excessive physical effort, inconvenient hours, repetitive work, barbarous environment.

Work relationship: Work relationship is unique interpersonal relationship between an individual and the place where he does his job, there are many factors which affects work relationship some of their examples are - poor relationships with co-workers, supervisor or staff, Competition among employees, not accepted by fellow workers.

Career Development: Career development refers to a set of programmes which are designed to match an individual's needs, abilities and goals. Career is affected due to lack of job security, overqualified for job, under qualified for job; Ambition is inhibited by seniors and inadequate credit for accomplishments.

Non-Working Factors: Non work is the part of life that does not involve work, it indicates the work which is not happen in working place it is also known as informal work. The non-working factors which create some problems like family problems, money problems, life satisfaction and health problems, Personal or family illness.

PROBLEM STATEMENT:

In an organization, stress from work impact on employees' productivity and performance. Stress is any situation that evokes negative thoughts and feelings in a person. The aim of this particular study is to assess what relationship perceived levels of stress in secondary school teachers have and what suitable solutions can be recommend these variables have on levels of anxiety and depression.

LITERATURE REVIEW:

P. Kavitha, 2012 "Role of stress among women employees forming majority workforce at IT sector in Chennai and Coimbatore"- she focused on the organizational role stress for the employees in the IT sector. She found in her research that, women face more stress than men in the organization and she viewed to be more specific married women faces more stress than the unmarried women.

Amir Shani and Abraham Pizam, 2009 "Work-Related Depression among Hotel Employees" - They have conducted a study on the depression of work among

hotel employees in Central Florida. They have found that, incidence of depression among workers in the hospitality industry by evaluating the relationship between the occupational stress and work characteristics. The findings indicate a need for greater organizational awareness of depression.

Dr. Nain Sing and Anupama Katoch, 2017 "Study of occupational stress of secondary school teachers" – This study attempt to measure the occupational stress of secondary school teachers of district Mandi in Himachal Pradesh. A sample of 200 secondary school teachers from the government schools was randomly taken. The study found that the secondary school teachers generally had occupational stress having high, moderate and low levels. Further significant differences were found in the occupational stress of male and female secondary school teachers."

Naveen Kumar Pandey and Dr. Abhay Saxena, 2015 "Teacher's occupational stress: a review study in national and international scenario" - The aim of this research paper is to critical review the existing literature on occupational stress of a teacher and explores its findings to develop a new insights and future directions for further research. The researcher has tried to display all the existing literature findings in a comparative tabular format for the clarity, which assists other for further research in this particular field.

OBJECTIVES OF THE STUDY:

- (i) To find out the level of occupational stress of male teachers working at government and private secondary schools.
- (ii) To find out the level of occupational stress of male teachers with respect to their educational qualification, family status and educational experience.

HYPOTHESIS OF THE STUDY:

- (i) **H1:** There would have high level of occupational stress of male teachers working in private secondary schools compare to male teachers working in government secondary schools.
- (ii) **H2:** There would have a significant influence on the level of occupational stress of male teachers with respect to their educational qualification, family status and educational experience.

METHODOLOGY OF THE STUDY:

(i) **Method of the study:** This study is a type of Empirical research and based on survey method. The investigator has selected survey method as the most suitable method for conducting the present study. Therefore, the researcher has used the different tools, techniques, strategies and methods of survey type research to collect, analyze and interpret the data in the present study.

(ii) **Sample of the study:** There are around 50 secondary schools among which 20 Government schools and rest 30 Private schools in the district of Jhansi. Near about 1000 Teachers are engaged to teach. The researcher has selected only 200 Teacher Educators out of which 100 Teachers have been taken from 10 Government schools and rest 100 Teachers have been taken from 20 Private schools as a sample for the present study.

(iii) **Tools for data collection:** For data collection a well-design questionnaire were used. Here, we used a occupational stress scale constructed by Dr. A.K. Srivastava, and Dr. A.P. Singh, this scale consists only 46 items. The scale has both positive and negative responses. Questionnaire was containing information regarding Role, Subordination, Peer Relations and Executive Conditions.

(iv) **Techniques of data analysis:** The present investigators have used Mean, S.D. t-Test, ANOVA and Graph for analyzing the data.

It is a type of rating scale there five option and respondent choose any one option out of them for each item and the responses are extremely satisfied, satisfied, average satisfied, dissatisfied and extreme dissatisfied. After collecting the all Questionnaires (405) from the 20 (Twenty) Govt. and 30 (Thirty) Private schools, the investigator calculated the total score of Questionnaire by computing the score against the each and every item. In computing the score of each items of the Questionnaire, the analyst has used a pre-selected method. In case of positive item, direct scoring method, 5-4-3-2-1 has been used and in case of negative items, reverse scoring method that was 1-2-3-4-5 has been used by the analyst. In computing the score of each and every items of the Questionnaire the investigator has been done this total process very carefully and sensitively.

Table No. 1

S.No.	Factors	Gov. Male Teachers	Private Male Teachers
1.	Work load	43%	57%
2.	Role ambiguity	27%	73%
3.	Struggle	41%	59%

4.	Inappropriate groups.	61%	39%
5.	Responsibilities.	52%	48%
6.	Subordination	57%	43%
7.	Power inferiority.	29%	71%
8.	Colleagues relationship	48%	52%
9.	Inter risk mistakes	47%	53%
10.	Hard work.	36%	64%
11.	Working conditions.	40%	60%
12.	Non profitability.	11%	89%

GRAPH:

Stress level of male teachers working in secondary level school of Jhansi District.

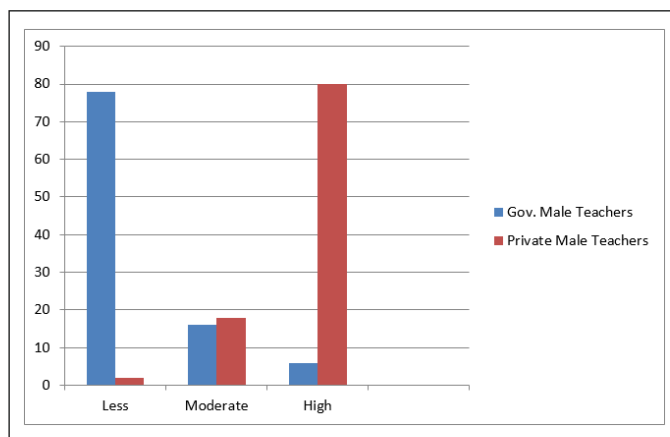


Table No. 2

Type	Sample Size	Mean	SD	T-value
Gov. Male Teachers	100	120.68	7.01	12.22
Private Male Teachers	100	140.4	14.54	

(i) **Testing of H01 and Interpretation:** The present research compare the actual obtained Mean Scores and SDS with the Neutral Points or values (with SD=0), t-test is applied (Showing in the table no-2). From this table, it is seen that the obtained t-value (12.22) of the whole group of Teachers in respect to Overall occupational stress is greater in very high amount than the table value at the both 0.05 and 0.01 level of significance. Therefore, the result is significant and it may be concluded that there would have high level of occupational stress of private secondary school teachers compare to government secondary school teachers working in Jhansi. Hence, the alternate hypothesis is accepted.

(ii) **Testing of H02 and Interpretation:** From same the table no-2, it is observed that the obtained "t"-value (12.22) with respect to Overall occupational stress of government and private secondary school Teachers is greater than the table value at the both 0.05 and 0.01 level of significance. Therefore, the result is significant and it may be concluded that there would have significant influence on the level of occupational stress of male Teachers with respect to place of their educational qualification, family status and educational experience. Hence, the alternate hypothesis i.e. "There would have a significant influence on the level of occupational stress of male teachers with respect to their educational qualification, family status and educational experience." is accepted.

CONCLUSION:

The study found that the stress level of male teachers working in Government Secondary School are less compared to private male teachers of secondary schools, there is high fluctuation rate between some factors like- Role ambiguity, Power inferiority and Non profitability. In some factors it has to be seen that percentage of government schools male teachers are high, these factors are inappropriate groups, Responsibilities and Subordination, overall result tell us private school teachers are highly stressed compare to government school male teachers. The government should take concrete steps to reduce the stress of male teachers in private schools, because there are large number of private schools in India than government schools, in which most of the students take education, if the teacher is not satisfied and he feels stress in his profession then he will not be able to provide good education, consequently its effect will affect the students somewhere. The word stress is seemed to be quite simple and ordinary to write but its effect is extraordinary and very terrible. That's why government needs to focused on this issue.

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